



On the Green—A publication for Gallaudet faculty, teachers, and staff  
Gallaudet University • 800 Florida Avenue NE, Washington, DC 20002-3695

February 18, 2005  
Vol. 35, No. 9

## Strategic goals on diversity set

The President's Council has announced two strategic goals on diversity that have been developed by the University's Diversity Fellows. These goals will become part of the University's strategic plan.

A February 7 e-mail from the President's Council outlined goals for Gallaudet to, one, be an inclusive deaf university in all ways, and two, to promote an environment where everyone is included, valued, and respected.

Last fall, the President's Council charged the Diversity Fellows—MJ Bienvenu, Jeff Hardison, and Leslie Page—with developing a goal or goals that would become part of the strategic plan. The results of their efforts are based on community input gathered through discussion groups, e-mail, campus mail, classroom and cafeteria discussions with students, input from students enrolled in diversity intensive courses, and videotaping sessions.

The first goal, in its entirety, states:

"Guided by its mission to be 'the only liberal arts university in the world designed exclusively for deaf and hard of hearing students,' Gallaudet University models what it is to be an *inclusive deaf university*\* in all aspects of its operations, academic and community life." (\*The term *inclusive deaf university* refers to an academic institution of higher learning that is comprehensive and recognizes the diversity among deaf and hard of hearing people—in cultural identification, language and communication choices, audiometric measures, age of onset, use of amplification technology, school experiences—and in age, gender, disability, racial and ethnic background, religion, sexual orientation,

and social-economic class.)

The first goal re-examines behavior—individually and collectively—in creating a genuinely inclusive campus environment. Most important, it is about each and every person respecting the many differences, regardless of someone, for example, being deaf, hard of hearing, or hearing, and regardless of race, ethnic background, sexual orientation, social-economic class, age, gender, disability, or religion.

The second goal states:

"Gallaudet University promotes an environment where every member of the community is included, valued and respected." This goal can be demonstrated and measured in every aspect of the University's operations. For example, how does Gallaudet attract students, faculty, and staff of color and create a climate in which they can thrive; how does it communicate important information and who has access to it; who is included in decision making; and how does it make a barrier-free physical environment.

Two processes are being planned to provide opportunities for the community to discuss the goals. First, the Diversity Fellows will meet with management teams, academic department chairs, faculty governance groups, the Student Body Government, the Graduate Student Association, the Academic Affairs Planning Committee, the Staff Advisory Council, the Board of the Gallaudet University Alumni Association, and other key groups to discuss the goals. Later this spring, group discussion and dialogue will be offered to the community on what the new diversity strategic goals mean for each person, both as an individual and as a university community. 



The CAPSS Minority Fellows for 2004-05, pictured with CAPSS Associate Dean Eileen Matthews (second from left), are (from left): Candas Barnes, Rossana Reis, and Gabriel Arellano.

## Meet the 2004-05 CAPSS Minority Fellows

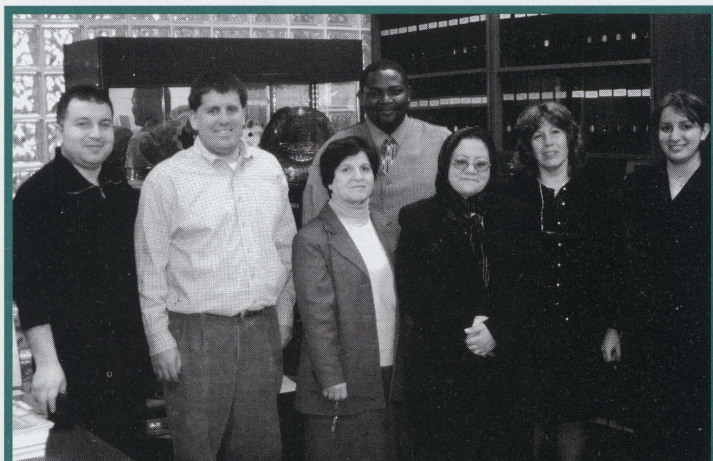
The Center for Academic Support and Student Services (CAPSS) has announced its Minority Fellows for 2004-2005. In its ninth year, the CAPSS program fosters the development of graduate minority students who are interested in working with students in academic support offices.

This year's fellows and their graduate programs are: Candas Barnes, school counseling, Gabriel Arellano, linguistics, and Rossana Reis, mental health counseling.

Barnes is an interpreter, empowerment coach, writer, and editor. In June she will be ordained as a minister through Inner Vision Institute for Spiritual Development. Her teaching experiences include working with Kendall students, blind students at Montgomery College, and graduate students at Wesley Theological Seminary. Barnes will be working with the First Year Experience program.

Arellano is a native signer of Mexican and American sign languages. He worked as a mentor and educator for deaf students in Copenhagen, Denmark; served as a cook and studied how to prepare Italian food in Rome, Italy; and taught and tutored in ASL at several institutions across the United States. Arellano will use his teaching skills in the Tutorial and Instructional Programs office.

Reis has been actively involved in advocacy for people with disabilities for many years. While at the U.S. Department of Labor, she facilitated resolution of potential equal employment opportunity complaints. Reis previously interned as a community support provider at Deaf-REACH, a social service organization in Washington, D.C., that works with deaf adults. Reis is fluent in Spanish and Portuguese and will bring her many talents to the Office for Students with Disabilities. 



Five representatives of the Kurdish Human Rights Watch, Inc. (KHRW) visited Gallaudet on January 27 for a campus tour and a meeting with 'Bunmi Aina, director of the Office of International Programs and Services, to explore possibilities for a partnership with Gallaudet. KHRW is dedicated to social services for internally and internationally displaced Kurdish refugees of Kurdistan, in northern Iraq. The organization, which has seven offices, five in the United States and two in Kurdistan, is interested in re-establishing educational programs for deaf and hard of hearing children in that area of the country, which existed before the 2003 invasion of Iraq. Aina discussed the possibility of Gallaudet training KHRW representatives, who could then, in turn, teach others to re-establish schools for deaf people in Iraq, similar to a program underway in Italy. Pictured at the meeting (from left) are: Hoshiyar Malo, director of the KHRW office in the Kurdistan city of Erbil; David Tossman, Visitors Center coordinator; Rizqia Nuhman, social services consultant for the Kurdistan regional government; Aina; Shelan Shareef, social service general director for the Kurdistan regional government; Shereen Mutabchi, case manager of the KHRW office in Fairfax, Va.; and Venus Karim, director of the KHRW office in Erbil.

## CAMPUS CALENDAR

### February

**16-19**—West Regional Academic Bowl, Utah School for the Deaf, Salt Lake City

**18-19**—RED HOT JAZZ, MSSD Performing Arts Department's 23rd Annual Winter Dance Concert, Theatre Malz, 8 p.m., call x5031, x5184, x5490 (fax) or e-mail anna.hall@gallaudet.edu.

**18**—Performance: *Woman, Ain't I? (Sojourner Truth)*, Foster Auditorium, 7-8 p.m.

**19**—Alumni Basketball Madness (Winter Homecoming), vs. Catholic University, Field House, women-2 p.m., men-4 p.m.

**23**—Internship and Job Fair, SUB Multipurpose Room, 10 a.m.-3 p.m.

**24-27**—Southeast Regional Academic Bowl, South Carolina School for the Deaf, Spartanburg

**28**—Last day for graduate stu-

dents to change course status to Audit; Midterm week begins

### March

**3-6**—Midwest Regional Academic Bowl, Ohio School for the Deaf, Columbus

**4**—Undergraduate Open House, Kellogg Conference Hotel, 8:30 a.m.-3:30 p.m.

**4**—"First Annual Stephen M. Ryan Storytelling Night," Elstad Auditorium, 7 p.m., featuring Manny Hernandez, David Martin, and Ruth Reed, tickets are \$25, proceeds benefit the Department of ASL and Deaf Studies for the study and preservation of ASL storytelling; e-mail llynchryan@aol.com, angela.farrand@gallaudet.edu, or arlene.kelly@gallaudet.edu.



## NOTES FROM PERSONNEL

## Service awards for January

## Five years:

**Leonard Swann**, senior telecommunications technician, Telecommunications; **Shannon Augustine**, e-learning facilitator, Learning Technology; **Dyan Kovacs**, intramurals and sports camp assistant/coach, Athletics; **Michael Sauder**, database administrator, Information Technology Service; **Paula Tucker**, research associate, Technology Access Program

## Fifteen years:

**Janel Grossinger**, vocational rehabilitation coordinator/financial aid coordinator, Financial Aid; **Emiko Schlette**, administrative secretary I, Graduate Education and Extended Learning; **Sharrell McCaskill**, director of Equal Opportunity Programs, Vice President, Administration and Finance; **Vickie Whetstone**, administrative Secretary II, Admissions

## Twenty-five years:

**Lillie Johnson**, custodian, Custodial Services; **Beth Beiman**, social worker, Mental Health Services

## Thirty years:

**John Woo**, research applications programmer, Technology Information Services; **Ernest Young**, driver, Transportation

## Thirty-five years:

**Donald Mahoney**, program manager, KDES, Clerc Center

## New employees hired in January:

**Hui Cai**, parking, traffic, and ID clerk, Public Safety; **Konstantin Dzougoutov**, mechanic, Maintenance Services; **Dawn Schriver**, teacher/researcher, Clerc Center; **James Thomas**, interpreter I, Gallaudet Interpreting Service; **Alexis Tompkins**, administrative secretary I, Center for ASL Literacy

## Promotions in January:

**Jerome Gray**, assistant supervisor for community policing, Public Safety; **Shannon Lally**, program specialist, Community Services

## Retirements in January:

**Thomas Bowen**, TV and Media Production Services; **Norma Buemi**, New Student Orientation; **Theresa Chang**, University Library



## Administration &amp; Finance



George Gateau



Dennis Naber

## Promotions at Physical Plant

Physical Plant is pleased to announce that two longtime

employees have been promoted to managerial positions within the department. George Gateau has been named manager of Systems and Operations, and Dennis Naber has become manager of

Maintenance Services. Gateau and Naber are not strangers to Gallaudet—both started at Gallaudet within one week of each other 21 years ago.

Gateau has worked in various positions within Physical Plant including the HVAC, carpenter, and locksmith shops. For the last four years he has been supervisor of Access Control, housed within the Department of Public Safety. His new position brings him back to the Physical Plant Department where he manages the technical systems supporting access control, parking, work orders, preventive maintenance, HVAC controls, inventory, payroll, and communications.

Naber started as a helper in the carpenter shop and worked his way up to supervisor. In his new position, Naber is responsible for the daily activities of Maintenance Services, which includes the mechanical, plumbing, HVAC, electrical, structural, and finishing trades.

Physical Plant is pleased that these positions were filled by two longtime employees who have been an asset to the department for so long.

## Winter Homecoming basketball games to be held this weekend

The Office of Alumni Relations and the Department of Athletics are hosting the 9th Annual Alumni Basketball Madness—also known as “Winter Homecoming”—on February 19.

The Gallaudet women's and men's basketball teams will compete against Catholic University in the Field House. The women will play at 2 p.m.; the men play at 4 p.m.

Admission to both games is: \$5 adult; \$3 student; free for ages 7 and under. GUAA members get a \$2 discount and coupons redeemable for a free hotdog and soda

For more information, check the alumni website, [alumni.gallaudet.edu](http://alumni.gallaudet.edu), or e-mail [daphne.cox@gallaudet.edu](mailto:daphne.cox@gallaudet.edu).

## Enhancements to QBIC System

The Physical Plant work request system, QBIC, is being enhanced. By this spring it will include a feature that will allow departments to check the status of their requests without calling the Service Center. Physical Plant will send out an announcement in the near future about this tracking feature with instructions on how to check the status of a work request.



## ASK AUNT SOPHIE

Dear Aunt Sophie,

The new shuttle bus stop at Union Station is great. It's so good I don't know why we didn't move it there before now. It's convenient for riders to get in and out of Union Station and it's a lot safer—a lot less traffic than in front of the station. Also, I think the stop at the new Metro station is just right, too. Hats off to Transportation for making these changes.

Happy Rider

Dear HR,

Well, I'll be a monkey's aunty! What a lovely surprise to receive this thumbs-up message. I'd almost come to believe that my mailbox was nothing but a repository for missives of gloom and doom, moans and groans. As your note proves, however, on occasion it also serves as a worthy receptacle of praise and gratitude. Thank you for taking the time to applaud Transportation's brilliant rerouting decision; on behalf of our dear colleagues over in the Appleby Building, I accept your kind words.

## CLERC CENTER HAPPENINGS

## MSSD student and Clerc Center staff bring home good results from Deaflympics



MSSD student LeAnha Lawson (second from left), who placed fifth in the women's 4 x 100m relay and sixth in the women's 4 x 400m relay, poses with teammates (from left) Ashley Grittith, Shana Lekuman, and Amber Nash.

By Susan M. Flanigan

When the U.S. delegation traveled to the 2005 Summer Deaflympics, held in Melbourne, Australia, last month, it included seven participants from the Clerc Center: LeAnha Lawson, a student at MSSD; Rosemary Stifter, instructional technology specialist; Lynn Ray Boren, assistant athletic director; Laurie Anderson, teaching fellow (Performing Arts); Touria Ouahid, staff residential assistant;

Tairbek Tabolov, assistant wrestling coach; and Stacy Nowak, dorm assistant.

Lawson placed fifth in the women's 4 x 100m relay and sixth in the women's 4 x 400m relay. Stifter coached both the men's and women's swim teams, which won three silver and three bronze medals. Boren coached the men's handball team, which won the silver medal. Anderson and Nowak were members of the women's indoor volleyball team, which won

a bronze medal. Ouahid played for the Swedish women's basketball team. Tabolov competed on the wrestling team.

Lawson, an MSSD freshman from Philadelphia, Pa., said taking part in the Deaflympics was “a dream experience. You learn to understand other countries and how to be proud of yourself.” She also said, “I really appreciate my family, who helped me raise money for the trip, and my dad, who went with me to Australia.” To communicate with other athletes from around the world, Lawson said she mainly used “gestures, but I did learn the Australian sign alphabet and a few basic signs like ‘good luck’.”

The Deaflympics games are built on a proud tradition: 80 years ago, the Comité International des Sport des Sourds held its first games in Paris. The 20th Summer Deaflympics games in Melbourne attracted more than 3,000 deaf athletes from 80 nations.

According to the organizers, the Deaflympics is among the world's oldest and fastest growing sports events, offering high level competition and opportunities for athletes who are deaf to build skills, friendships, networks, and pride in the worldwide deaf community.

The next Summer Deaflympics will take place in Taipei, Taiwan, in 2009.

## ON THE GREEN

Kendall Green  
Gallaudet University  
800 Florida Avenue, NE  
Washington, DC 20002-3695

Published bi-weekly for the staff, teachers, and faculty of Gallaudet University by the Office of Public Relations.

**Publications Manager**  
Roz Prickett

**Editor & Photo Editor**  
Todd Byrd

**Writer**  
Adam Schafer

**Contributors**  
Mercy Coogan  
Shondra Dickson  
Ralph Fernandez  
Darrick Nicholas  
Darlene Prickett

**Design/Production**  
Graphic Design & Production

**Printing**  
BelJean Printing

Gallaudet University is an equal opportunity employer/educational institution and does not discriminate on the basis of race, color, sex, national origin, religion, age, hearing status, disability, covered veteran status, marital status, personal appearance, sexual orientation, family responsibilities, matriculation, political affiliation, source of income, place of business or residence, pregnancy, childbirth, or any other unlawful basis.